

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

National Reconnaissance Office

For 4th Quarter 2023 for period ending September 30, 2023

Complaint Activity <i>per 29 CFR § 1614.704(a-c)</i>	Comparative Data					
	Previous Fiscal Year Data					2023
	2018	2019	2020	2021	2022	
Number of Complaints Filed	3	5	1	3	10	9
Number of Complainants	3	5	1	3	10	9
Repeat Filers	0	0	0	0	0	0
Complaints by Basis <i>per 29 CFR § 1614.704(d)</i>	Comparative Data					
	Previous Fiscal Year Data					2023
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1	2	0	1	1	6
Color	1	0	0	0	0	2
Religion	0	0	0	0	4	2
Reprisal	3	3	0	1	8	2
Sex	0	3	0	2	2	3
PDA	0	0	0	0	0	0
National Origin	1	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	1	1	0	1	1

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Disability	0	2	0	0	6	2
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	0	0	0
Complaints by Issue <i>per 29 CFR § 1614.704(e)</i>	Comparative Data					
	Previous Fiscal Year Data					2023
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	
Appointment/Hire	0	1	0	0	0	0
Assignment of Duties*	0	0	1	0	2	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	0	0	0	1	0	0
Suspension	0	0	0	0	0	0
Removal	1	1	0	0	2	1
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	2	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	2	0	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	0	0	2	7	5

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Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	2	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	1	0	1	0	0
Reasonable Accommodation Disability	0	1	0	0	2	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	1
Termination	0	1	0	1	2	3
Terms/Conditions of Employment*	0	0	0	1	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	2	0
Processing Time per 29 CFR § 1614.704(f)	Comparative Data					
	Previous Fiscal Year Data					2023
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	304.00	259.50	0	562.75	329.25	279.50
Average number of days in final action	0	0	0	98.00	54.00	33.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	0	0	412.67	383.00	310.00

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Average number of days in final action	0	0	0	98.00	12.00	38
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	304.00	259.50	0	1,013.00	168.00	188.00
Average number of days in final action	0	0	0	0	96.00	0
Complaints Dismissed by Agency <i>per 29 CFR § 1614.704(g)</i>	Comparative Data					
	Previous Fiscal Year Data					2023
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	1	2	2	1	3	0
Average days pending prior to dismissal	64	536	686	63	1107	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	0	0	0	1	0
Total Final Agency Actions Finding Discrimination <i>per 29 CFR § 1614.704(i)</i>	Comparative Data					
	Previous Fiscal Year Data					2023
	2018	2019	2020	2021	2022	
	#	%	#	%	#	%
Total Number Findings	0		0		0	
Without Hearing	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis <i>per 29 CFR § 1614.704(j)</i>	Comparative Data					
	Previous Fiscal Year Data					2023
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%
Total Number Findings	0		0		0	

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Findings of Discrimination Rendered by Issue <i>per 29 CFR § 1614.704(k)</i>	Comparative Data											
	Previous Fiscal Year Data										2023	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
	0		0		0		0		0		0	
Pending Complaints Filed in Previous Fiscal Years by Status <i>per 29 CFR § 1614.704(l)</i>					Comparative Data							
					Previous Fiscal Year Data						2023	
					2018	2019	2020	2021	2022			
Total complaints from previous Fiscal Years					5	7	5	5	3	5		
Total Complainants					5	7	5	5	3	5		
Number complaints pending												
Investigation					1	1	3	0	0	0		
ROI issued, pending Complainant's action					0	0	0	0	0	0		
Hearing					3	3	0	4	3	5		
Final Agency Action					1	0	0	1	0	0		
Appeal with EEOC Office of Federal Operations					2	2	2	1	1	0		
Complaint Investigations <i>per 29 CFR § 1614.704(m)</i>					Comparative Data							
					Previous Fiscal Year Data						2023	
					2018	2019	2020	2021	2022			
Pending Complaints Where Investigations Exceed Required Time Frames					2	5	5	0	0	0		